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Director of Training

~~CONFIDENTIAL~~

21 October 1960

Program Coordinator, Training

**IG Recommendation - All Junior Professionals Enter Employment Through JOTF**

1. If this recommendation says what it seems to say, (haven't seen the narrative report) I think it is wrong. The inclusion of all Junior Professionals means placing Specialists on the JOTF Table of Organization along side the Generalists who have been the heart and soul of your Program. It means directing for two years the careers of Specialists whose home offices have in the first instance recruited them, and who hold all of the cards in assignment, advancement, and evaluation of performances.

2. It also confuses the desirability of giving each new employee a training period to orient him in the missions and organization of the Agency with the responsibility for handling the first two years of his career in the Agency. I believe we should avoid this confusion and restrict the Program to its traditional, proven role. OTR is ready to train all employees, including new ones. It is ready to train young Specialists, but it need not accept the notion that every newly employed, young Specialist be entered into the Junior Officer Trainee Program. Training of young Specialists can occur without assignment to OTR.

3. Young Specialists do not, by definition, qualify for the JOTF. The only things they have in common with JOTF's are relative youth and the same time of entrance on duty in the Agency. The differences between the purposes of employing by JOTF's and Specialists ought to be obvious.

4. From the bureaucratic point of view, I believe the purity of the ore found, processed, and refined in the JOTF must be retained at all costs, if JOTF's are to remain the general currency of the future. In order to retain the fineness of the product, we must resist watering down its base and placing on the Board of Directors representatives whose offices do not bear responsibility for the product.

5. This does not mean that youthful employees cannot sit side by side in classes primarily designed for JOTF's. But their number ought not to change the alle-

25 YEAR RE-REVIEW

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